

Minneapolis VA Health Care System

Nurse Executive Service Line

May 2012

STUDENT NURSE TECHNICIAN 3 (SNT-3) POSITION DESCRIPTION

Application Requirements

- Must hold a current certificate of CNA
- Must be enrolled in a BSN program
- No clinical experience is required
- Must have current BCLS-CPR for healthcare providers

Program Overview

- Responsible for providing direct patient centered observation
- Works under the direct supervision of the Registered Nurse
- Clinical care of the patients correlates to previous clinical experiences and competency validation
- After successful completion of 1 year of clinical training in a school of nursing, s/he may interview for SNT-4 positions and Valor student positions
- It is the responsibility of the SNT-3 to contact the Nurse Recruiter regarding interview scheduling for SNT-4 and Valor student positions
- At completion of his/her education, training, and graduation, VA employment will end
- Professional growth, development, and mentoring

Employment Status

- Temporary intermittent
- No health, retirement, shift/holiday differentials, or vacation/sick benefits
- May earn weekend differential (25%)
- May earn overtime (>8 hrs per day or >40 hours per week)
- Must maintain a passing GPA in Nursing Program. Grades should be turned into your Nurse Manager at the end of each course. In the event you fail a course you need to notify your Nurse Manager immediately.

Scheduling

- Flex scheduling options are available with approval of the Nurse Manager

- May work up to 40 hours per week during school breaks, or when not taking a full time academic class load
- During the summer months you will be expected to work 32 hours per week. Half of these hours will be off tours meaning 2nd and 3rd tours of duty.
- Minimum work requirements are determined by the Nurse Manager
- One weekend (2 shifts) minimum per month required
- The SNT3 should facilitate periodic discussions with Nurse Manager regarding academic course load and scheduling needs
- The Nurse Manager or Nursing Supervisor reserves the ability to cancel a scheduled shift up to 2 hours prior

Assignments

- The SNT-3 role will be primarily for special observation (sitting) with 1-2 patients who may otherwise be restrained
- If the assignment includes 2 patients, both patients will be in the same room
- Will be working under an accountable RN as assigned by Nurse Manager/Nursing Supervisor
- Assignments may also include shadowing another RN, LPN, NA, or SNT4
- Will not be assigned to patients on suicide precautions
- Will not be assigned to 1K Mental Health Inpatient Unit
- Will not be assigned to suicidal patients in the Emergency Room or Urgent Care
- May share a work assignment with another Nursing Assistant if not needed on a special observation

Education

- An orientation class with Nursing Education is required
- Attend Prevention of Disruptive Behavior Class
- Orientation to nursing units to be scheduled with Nurse Manager
- The SNT3 may attend TCHP classes on own time with approval of Nurse Manager and Nursing Education.
- No Authorized Absence (AA) will be permitted

Functions/Competencies

Allied nursing functions are defined as direct and indirect activities related to patient care as appropriately assigned by the accountable RN.

The duties of the position are:

Patient care:

Adheres to VA and Nursing policies, procedures, and standards while assisting with selected activities related to patient admission/transfer and discharge; participates in selected Continuous Improvement (CI) activities as directed; collects patient information including observation of overall condition and recognizes and reports obvious changes in patient condition including emergencies. Participates in the interdisciplinary team care planning and delivery of care process by providing feedback to the RN and interdisciplinary team; supports the health care team through the reinforcement of patient education; takes appropriate actions in response to patient emergent situations.

Accurately documents patient information in the medical record or paper flow sheet as appropriate;

- provides care for patients in isolation, following isolation guidelines;
- turn, cough and deep breathe; incentive spirometry; oxygen (cannula/prongs/mask).
- Demonstrates correct use of assistive devices for dressing, including: reachers, shoe horn, dressing sticks, button hooks, and/or zipper pulls; assists with toileting activities, as appropriate; assists patient with dressing skills;
- monitors patients in seclusion/1:1 observation using worksheet and assignment sheet
- applies heat and cold therapies.

Related to stages of adult development:

Describes relationship of developmental stages to provision of nursing care; identifies personal care needs of individuals based upon the individual's age / stage of development; provides input to the accountable RN related to patient's stage of adult development; provides care to patients in a variety of stages of adult development.

Safely performs the following functions:

- Provides routine hygienic/activities of daily living care; performs actions targeted to the maintenance/restoration of skin integrity; collects patient specimens; administers a variety of comfort measures
- performs CPR/BCLS
- Hourly rounding

- takes vital signs after completion of orientation and competency validation
- follows seizure precautions as directed
- transports patients with O2
- appropriately uses protective/restraining devices
- feeds patients orally who are not at risk for aspiration
- applies and provides routine care for a condom catheter
- Provides routine hygiene care for patients with indwelling foley catheters
- Offers physiological, psychological and spiritual comfort to the dying patient
- correctly uses specialized wheelchairs and the correct application of slings, splints and braces
- performs finger stick blood glucose using the blood glucose monitor
- ambulates patient with/without assistive devices and provides passive range of motion as directed by the RN
- demonstrates ability to assist patient dressing skills; assists with toileting activities as appropriate.
- recognizes safety risks related to dementia; alzheimers, alcohol withdrawal, post-operative delirium, PTSD
- correctly performs oral suctioning with Yankauer suction device
- monitors tracheotomy secretions and removes external secretions.

Related to stages of development:

- recognizes communication barriers related to sensory deficits ie: hearing aid/s, vision loss and stage of disease ie: stroke, end of life
- correctly uses assistive devices for eating, including: non-skid mats, eating utensils and plate guards
- promotes correct use of ambulation devices including walker (regular and with wheels), 3 point cane, crutches Hemi-Walker and cane.
- Uses the following equipment: scale and in-bed scale, special care beds, geri-cadillac chair and vital signs monitor/equipment.
- Reports situations including, changes in behavior, wandering, sun downing, sleep disturbances, inappropriate sexual behavior, aggressive behavior, hallucinations (visual/auditory), incontinence, and swallowing problems.

Environment of Care:

- Uses appropriate lifting/moving/transfer techniques/devices and utilizes standard precautions for all patients which include following hand hygiene practices & procedures.
- Follows isolation guidelines for individual patients; follows appropriate actions in

environmental emergencies; utilizes equipment in a safe manner and reports unsafe equipment and working conditions to appropriate individuals; completes mandatory safety training/annual reviews.

- Follows correct moving and transferring techniques, including use of devices for safe patient handling; such as, transfer mechanics, transfer belt, slide board & other transfer devices; repositioning devices and approaches; transporter; patient lifting devices, and use of side rail and trapeze.
- Maintains a safe/clean/stocked work environment; anticipates patient's needs for equipment and supplies: ward order, water pass, making and/or stripping beds, stocking supplies, and/or disinfecting/cleaning of specialized equipment, under the direction of a RN; disinfects equipment, including wheelchairs, between patient use. Cleans RME (Reusable Medical Equipment) per SOP (Standard Operating Procedure).

Interpersonal Communication:

- Adjusts to assignment changes, provides patient information to the accountable RN for inclusion in the patient's Interdisciplinary Plan of Care, completes assignment and reports to accountable RN when assignment has been completed or when unable to complete activities.
- interacts in a courteous/respectful manner with patients, families and visitors, co-workers/members of other services; uses appropriate channels of communication; attends unit-based staff meetings; follows verbal and/or written directions; accurately conveys and receives information through verbal, written and/or electronic means; adheres to uniform policy; uses information management technologies; respects individual differences (diversity) of patients and all staff; maintains appropriate boundaries when dealing with patients, families, and all staff.
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Privacy, Security, Confidentiality:

- Delivers care to patients in a respectful, non-judgmental manner; maintains patient privacy/confidentiality and patient rights to privacy/confidentiality; assures patient privacy when delivering direct patient care; uses organizational channels (including Ethics Committee) to seek help to resolve personal concerns resulting from ethical conflicts.